

Person-Job Fit: Peran kepribadian sebagai prediktor performansi kerja individu di PT X

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Abstract. *The recruitment selection system has a crucial role to ensure whether a candidate fits the job projection (person-job fit). Ideally, a post-recruitment evaluation is subsequently conducted to assume they fit work performance. This research presents explorative research on the selection assessment data bank at X limited co. (personality test) correlated with the results of the new employee's job performance review and identify the moderating effect of different types of tasks. This study presents scientific evidence through a quantitative approach with the Partial Least Square-Structural Equation Model (PLS-SEM) analysis method involving 424 new employees of X limited co. The results showed that personality played a role as a predictor of work performance by 4.2%, especially extraversion and emotional stability. It was also found that there was a moderating effect of different types of tasks. These results could be used as input in designing personality patterns and in developing recruitment instruments. Even so, further research is still needed to support the findings and increase the predicted value. Improvements for future research are discussed in the manuscript. In addition, this research is expected to inspire other organizations to start exploring their data banks to provide benefits and added value to the organization.*

Keywords: *Person job fit, individual work performance, personality, five factor model.*

Abstrak. Sistem rekrutmen seleksi memegang peranan penting dalam memastikan kesesuaian calon karyawan dengan proyeksi pekerjaan (*person-job fit*). Idealnya evaluasi pasca seleksi juga dilakukan secara berkelanjutan untuk meninjau prediktor performansi kerja yang tepat. Penelitian ini menyajikan hasil riset eksplorasi terhadap bank data asesmen seleksi di PT.X (hasil tes kepribadian) dikorelasikan dengan hasil penilaian performansi kerja karyawan baru serta mengidentifikasi efek moderasi dari perbedaan tipe tugas. Penelitian ini menyajikan bukti-bukti ilmiah melalui pendekatan kuantitatif dengan metode analisis *Partial Least Square-Structural Equation Model (PLS-SEM)* yang melibatkan 424 karyawan baru PT.X. Hasil menunjukkan kepribadian berperan sebagai prediktor performansi kerja karyawan sebesar 4.2% khususnya *extraversion* dan *emotional stability*. Ditemukan juga terdapat pengaruh moderasi dari perbedaan tipe tugas. Hasil penelitian dapat menjadi masukan dalam mendesain pola kepribadian serta pengembangan instrumen seleksi. Namun demikian, masih diperlukan riset lanjutan untuk menguatkan temuan serta meningkatkan nilai prediksi. Perbaikan untuk penelitian selanjutnya didiskusikan dalam naskah. Selain itu, penelitian ini diharapkan memberi inspirasi bagi organisasi lain untuk mulai mengeksplorasi bank data yang dimiliki sehingga memberikan manfaat serta nilai tambah bagi organisasi.

Keywords: *Person job fit, performansi kerja individu, kepribadian, five factor model*