

***THE CORRELATION BETWEEN CAREER COMPETENCIES AND WORK
ENGAGEMENT: PSYCHOLOGICAL EMPOWERMENT AS MEDIATOR
AMONG HORIZONTAL EDUCATIONAL MISMATCH WORKERS.***

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ABSTRACT

The lack of competence of workers and the imbalance between the job seeker major and the job opportunities offered lead to job educational mismatch. Educational mismatch have a serious impact on company productivity due to wage gaps experienced by workers with horizontal educational mismatch. This study aims to investigate the strong and weak effects of the relationship between career competencies and work engagement mediated by psychological empowerment. This study used a quantitative approach and data collection was carried out with a questionnaire that was distributed to 490 respondents of horizontal workers of educational mismatch domiciles in Jakarta, Bogor, Depok, Tangerang, and Bekasi (Jabodetabek). Mediation regression analysis using PROCESS v4.0 by Andrew F. Hayes. The results showed that all variables showed a positive and significant relationship. Furthermore, psychological empowerment for the correlation between career competencies and work engagement has a mediating role. There were differences in work engagement, career competencies, and psychological empowerment based on their age, field of work and employee's position. This study offers theoretical and practical implications in the field of psychology and was expected to be reference for companies in determining the right policies to achieve company performance productivity through work engagement owned by horizontal educational mismatch workers.

Keywords: *psychological empowerment, career competencies, work engagement, horizontal educational mismatch.*

HUBUNGAN *CAREER COMPETENCIES* DENGAN *WORK ENGAGEMENT* PARA PEKERJA *HORIZONTAL EDUCATIONAL MISMATCHED: PSYCHOLOGICAL EMPOWERMENT* SEBAGAI MEDIATOR

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ABSTRAK

Kurangnya kompetensi pekerja dan ketidakseimbangan antara jurusan pencari kerja dengan peluang kerja yang ditawarkan menyebabkan ketidaksesuaian pekerjaan. Ketidaksesuaian pendidikan berdampak serius pada produktivitas perusahaan karena kesenjangan upah yang dialami oleh pekerja dengan *horizontal educational mismatch*. Penelitian ini bertujuan menyelidiki kuat lemahnya efek hubungan antara *career competencies* dengan *work engagement* yang dimediasi oleh *psychological empowerment*. Penelitian ini menggunakan pendekatan kuantitatif dan pengumpulan data dilakukan dengan kuesioner yang dibagikan kepada 490 responden pekerja *horizontal educational mismatch* domisili Jakarta, Bogor, Depok, Tangerang dan Bekasi (Jabodetabek). Analisis regresi mediasi menggunakan PROCESS v4.0 oleh Andrew F. Hayes. Hasil penelitian menunjukkan bahwa ketiga variabel menunjukkan hubungan yang positif dan signifikan. Selanjutnya, hasil mengungkapkan bahwa *psychological empowerment* dapat berperan sebagai mediator hubungan antara *career competencies* dengan *work engagement*. Lebih lanjut, terdapat perbedaan *work engagement*, *career competencies*, dan *psychological empowerment* berdasarkan usia, bidang pekerjaan dan jenis jabatan. Penelitian ini menawarkan implikasi teoritis dan praktis dibidang psikologi khususnya bidang psikologi industri dan organisasi serta psikologi sosial dan diharapkan mampu menjadi acuan bagi perusahaan dalam menentukan kebijakan yang tepat untuk mencapai produktivitas kinerja perusahaan melalui *work engagement* yang dimiliki pekerja *horizontal educational mismatch*.

Kata kunci: *psychological empowerment, career competencies, work engagement, horizontal educational mismatch.*