

PENGARUH *EMPOWERING LEADERSHIP* TERHADAP *TASK PERFORMANCE* DENGAN *CAREER COMPETENCIES* SEBAGAI MEDIATOR PADA KARYAWAN DI INDONESIA

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ABSTRAK

Task performance menjadi sebuah tolok ukur sumber daya manusia yang berkualitas agar pekerjaan dapat terselesaikan sesuai harapan organisasi. Untuk meningkatkan *task performance* adalah memiliki atasan yang dapat membantu karyawan untuk meningkatkan *performance* demi tercapainya tujuan organisasi yang disebut *empowering leadership*. Sementara itu, keterampilan dan pengetahuan individu dalam suatu pekerjaan juga dapat memediasi peran *empowering leadership* terhadap *task performance* yang disebut *career competencies*. Penelitian ini menggunakan metode kuantitatif untuk mengetahui pengaruh *empowering leadership* terhadap *task performance* dengan *career competencies* sebagai mediator pada karyawan di Indonesia. Sebanyak 581 karyawan menjadi sampel dalam penelitian ini. Pengumpulan data dengan alat ukur *empowering leadership scale* dengan 24 item, *task performance questionnaire* dengan 9 item, dan *career competencies questionnaire* sebanyak 7 item. Pengujian dilakukan dengan uji regresi mediasi. Temuan pada penelitian ini menjelaskan bahwa terdapat pengaruh langsung *empowering leadership* terhadap *task performance* sebesar 31,93%, kemudian terdapat pengaruh langsung *empowering leadership* terhadap *career competencies* sebesar 69,49%. Kemudian, juga terdapat pengaruh langsung *career competencies* terhadap *task performance* sebesar 61,49%. Serta terdapat pengaruh tidak langsung *empowering leadership* terhadap *task performance* dimediasi oleh *career competencies* sebesar 42,45%.

Kata Kunci: *Empowering Leadership, Task Performance, Career Competencies*

THE INFLUENCE OF EMPOWERING LEADERSHIP ON TASK PERFORMANCE WITH CAREER COMPETENCIES AS A MEDIATOR FOR EMPLOYEES IN INDONESIA

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ABSTRACT

Task performance is a benchmark for quality human resources so that work can be completed according to the organization's expectations. To improve task performance, you need to have a boss who can help employees improve performance in order to achieve organizational goals, which is called empowering leadership. Meanwhile, individual skills and knowledge in a job can also mediate the role of empowering leadership on task performance, which is called career competencies. This research uses quantitative methods to determine the effect of empowering leadership on task performance with career competencies as a mediator for employees in Indonesia. A total of 581 employees were sampled in this research. Data were collected using the empowering leadership scale measuring instrument with 24 items, the task performance questionnaire with 9 items, and the career competencies questionnaire with 7 items. Testing was carried out using a mediation regression test. The findings in this research explain that there is a direct influence of empowering leadership on task performance of 31,93%, then there is a direct influence of empowering leadership on career competencies of 69.49%. Then, there is also a direct influence of career competencies on task performance of 61,49%. And there is an indirect influence of empowering leadership on task performance mediated by career competencies of 42.45%.

Keywords: *Empowering Leadership, Task Performance, Career Competencies*