

BAB V

PENUTUP

5.1 Kesimpulan

Penelitian ini membuktikan secara empiris pengaruh *Career Calling* dengan *Work-Family Conflict* terhadap *Job Embeddedness* dan *Career Adaptability* sebagai variabel mediasi dengan jumlah responden sebanyak 148 Tenaga Kesehatan di Rumah Sakit Universitas Andalas Padang. Berdasarkan hasil penelitian dan pembahasan yang telah dikemukakan sebelumnya, maka dapat disampaikan beberapa kesimpulan dalam penelitian ini sebagai berikut:

1. *Career Calling* berpengaruh positif terhadap *Job Embeddedness* pada tenaga kesehatan di Rumah Sakit Universitas Andalas
2. *Work Family-Conflict* berpengaruh negatif terhadap *Job Embeddedness* pada tenaga kesehatan di Rumah Sakit Universitas Andalas
3. *Career Calling* berpengaruh positif terhadap *Career Adaptability* pada tenaga kesehatan di Rumah Sakit Universitas Andalas
4. *Work Family Conflict* berpengaruh negatif terhadap *Career Adaptability* pada tenaga kesehatan di Rumah Sakit Universitas Andalas
5. *Career Adaptability* berpengaruh positif terhadap *Job Embeddedness* pada tenaga kesehatan di Rumah Sakit Universitas Andalas
6. *Career Adaptability* memediasi hubungan antara *Career Calling* dengan *Job Embeddedness* pada tenaga kesehatan di Rumah Sakit Universitas Andalas

7. *Career Adaptability* memediasi hubungan antara *Work Family-Conflict* dengan *Job Embeddedness* pada tenaga kesehatan di Rumah Sakit Universitas Andalas.

5.2 Implikasi Penelitian

5.2.1 Implikasi secara Praktis

Penelitian ini menemukan bahwa tingkat *Job Embeddedness* tenaga kesehatan di Rumah Sakit Universitas Andalas tergolong dalam kategori sedang (cukup baik), dengan demikian maka pada masa yang akan datang perlu untuk meningkatkan *Job Embeddedness* pegawai tenaga kesehatan rumah sakit unand dari kategori sedang menjadi tinggi.

Upaya yang dapat dilakukan untuk meningkatkan *Job Embeddedness* pegawai tersebut yang pertama yaitu dengan memperhatikan pernyataan yang berupaya untuk meningkatkan memiliki kecocokan dalam pekerjaan, dengan memperhatikan indikator atau item-item yang memiliki katagori rendah diantaranya : 1) akan sulit untuk pergi dari pekerjaan. 2) memiliki hubungan yang erat dengan pekerjaan. Meskipun demikian, pegawai rumah sakit universitas andalas perlu meningkatkan *career adaptability*, *career calling* dan dapat mengatasi *work family conflict dalam bekerja*. Sehingga pegawai dapat memiliki ikatan yang kuat dalam bekerja dan dapat bertahan dalam bekerja memberikan layanan prima dalam sektor layanan kesehatan di rumah sakit universitas andalas padang.

Untuk meningkatkan *Career Adaptability* tersebut sebagaimana di jelaskan diatas adalah dengan memperhatikan meningkatkan indikator atau item-item yang memiliki katagori rendah diantaranya dengan cara: 1) memikirkan karir masa depan pegawai, 2) mengandalkan totalitas pekerjaan pegawai, 3) menyadari dan menjelajahi pendidikan ilmu baru, 4).memiliki rasa optimis dalam bekerja, 5) mampu menyelesaikan masalah dalam pekerjaan.

Penelitian ini juga meningkatkan *Career Calling* tersebut sebagaimana di jelaskan diatas adalah dengan memperhatikan untuk meningkatkan indikator atau item-item diantaranya dengan cara 1) Memberikan manfaat terhadap orang lain melalui karir yang dimiliki, 2) mementingkan pemanggilan karir, dari pada orang lain 3). memberikan kontribusi penting dalam berkarir demi masa depan, 4). Memikirkan karir yang akan memberikan tujuan nyata dalam hidup, 5).mengejar karir untuk dapat menginspirasi diri sendiri.

Penelitian ini juga dapat Meminimalisir atau mengurangi *Work-Family Conflict* tenaga kesehatan di Rumah Sakit Universitas Andalas dilakukan dengan cara: 1) mengelola konflik keluarga (suami/isteri) agar tidak mengganggu atau mencampuri kegiatan yang terkait dengan pekerjaan, 2) pentingnya menemukan keseimbangan yang tepat antara kewajiban terhadap keluarga dan hubungan interpersonal di lingkungan kerja, karena terlalu mendahulukan keluarga dapat menyebabkan ketidak cocokan dan rasa nyaman di antara rekan kerja, yang berpotensi memengaruhi persepsi negatif terhadap individu pegawai tenaga kesehatan dalam bekerja di lingkungan Rumah Sakit Universitas Andalas.

5.3 Keterbatasan dan Saran Penelitian

Berdasarkan kesimpulan dan implikasi penelitian yang telah disampaikan sebelumnya, maka dapat dikemukakan saran dan keterbatasan dalam penelitian ini:

1. Penelitian ini hanya dilakukan pada Tenaga Kesehatan di Rumah Sakit Universitas Andalas Padang, sehingga hasil penelitian ini belum dapat berlaku sama dengan rumah sakit umum lainnya, disarankan agar peneliti selanjutnya menguji model penelitian ini di tempat lain, termasuk Rumah Sakit Umum pusat dan Pendidikan lainnya.
2. Penelitian ini hanya menunjukkan dua variabel yang mempengaruhi *Job Embeddedness* dan *Career Adaptability*, sehingga faktor-faktor lain yang mungkin dapat mempengaruhi *Job Embeddedness* masih perlu dilakukan penelitian. Karenanya penelitian di masa depan hendaknya menambahkan variabel-variabel berbeda lainnya ke dalam model penelitiannya.
3. Mengingat sample sebanyak 148 orang responden yang berpartisipasi dalam penelitian ini, disarankan agar peneliti selanjutnya menggunakan ukuran sampel yang lebih besar lagi.
4. Penelitian ini hanya meneliti *Career Calling*, *Work Family Conflict*, terhadap *Job Embeddedness* dengan *Career Adaptability* sebagai variabel mediasi, disarankan untuk peneliti selanjutnya untuk menambah variabel mediasi atau moderasi mungkin dapat mempengaruhi variabel *Job Embeddedness* pegawai seperti kinerja pegawai, gaya kepemimpinan, kompensasi, stress kerja, niat berpindah dan kepuasan kerja.

5. Agar dapat meningkatkan besarnya pengaruh variabel *career calling* terhadap *job embeddedness*, pengaruh *career calling* terhadap *career adabtability* dan *career adabtability* terhadap *job embeddedness*.
6. Analisis data pada penelitian ini menggunakan software Smart-PLS versi 3, sehingga pada penelitian berikutnya dapat mempertimbangkan untuk menggunakan program AMOS dan STATA untuk menganalisis data.

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