

PENGARUH *JOB AUTONOMY* TERHADAP *PROACTIVE WORK BEHAVIOR* PADA PEKERJA *REMOTE* DI INDONESIA

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INTISARI

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Pekerja *remote* di Indonesia menghadapi kondisi kerja dengan minimnya pengawasan langsung serta tantangan dalam komunikasi dan koordinasi, yang dapat membuat pekerja lebih berfokus pada penyelesaian tugas masing-masing dan kurang aktif dalam menyampaikan permasalahan, memberikan masukan, maupun mengantisipasi hambatan kerja. Kondisi tersebut menjadi tantangan bagi *proactive work behavior* (PWB), padahal perilaku proaktif penting bagi pekerja *remote* untuk menjaga efektivitas kerja melalui pengambilan inisiatif, penyampaian gagasan, dan pencegahan permasalahan sebelum berkembang. Penelitian ini bertujuan untuk mengetahui pengaruh *Job autonomy* terhadap *Proactive Work Behavior* (PWB) pada pekerja *remote* di Indonesia. Metode penelitian ini adalah kuantitatif korelasional dengan responden pekerja *remote* (*Work From Anywhere*) di Indonesia yang telah bekerja minimal 6 bulan, sampel berjumlah 143 responden. Teknik sampel yang digunakan adalah *accidental sampling*. Instrumen penelitian menggunakan skala *Work Design Questionnaire* (WDQ) untuk mengukur *Job autonomy* dan skala *Proactive Work Behavior*. Hasil analisis regresi linear sederhana menunjukkan adanya pengaruh dari *job autonomy* terhadap *proactive work behavior* pada pekerja *remote* di Indonesia ($R=0,358$; $R^2=0,128$; $F=20,7$; $p<0,001$). Hal ini menunjukkan bahwa pekerja yang memiliki kebebasan dalam menentukan jadwal, keputusan, dan metode kerjanya cenderung lebih mampu menampilkan perilaku kerja proaktif, meskipun kontribusi *job autonomy* terhadap *proactive work behavior* tergolong rendah dan sebagian besar variasinya masih dijelaskan oleh faktor lain di luar model penelitian ini. Untuk penelitian selanjutnya, dapat ditambahkan variabel lain yang mempengaruhi *proactive work behavior* seperti kepribadian proaktif, kepemimpinan, atau kepercayaan terhadap rekan kerja.

Kata Kunci: *Job autonomy*, *Pekerja Remote*, *Proactive Work Behavior*, *Social Cognitive Theory*.

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1. Peneliti
 2. Dosen Pembimbing 1
 3. Dosen Pembimbing 2

THE EFFECT OF JOB AUTONOMY ON PROACTIVE WORK BEHAVIOR AMONG REMOTE WORKERS IN INDONESIA

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ABSTRACT

Remote workers in Indonesia face working conditions characterized by minimal direct supervision as well as challenges in communication and coordination, which may lead employees to focus more narrowly on completing their own tasks and to be less active in voicing concerns, providing input, or anticipating work-related obstacles. This condition poses a challenge to proactive work behavior (PWB), even though proactive behavior is essential for remote workers to maintain work effectiveness through taking initiative, voicing ideas, and preventing problems before they escalate. This study aims to examine the effect of Job autonomy on Proactive Work Behavior (PWB) among remote workers in Indonesia. This research employed a quantitative correlational method, with respondents consisting of remote workers (Work From Anywhere) in Indonesia who had worked for at least 6 months, comprising a sample of 143 respondents. The sampling technique used was accidental sampling. The research instruments consisted of the Work Design Questionnaire (WDQ) scale to measure Job autonomy and the Proactive Work Behavior scale. The results of a simple linear regression analysis showed that job autonomy has a significant effect on proactive work behavior among remote workers in Indonesia ($R = 0.358$; $R^2 = 0.128$; $F = 20.7$; $p < 0.001$). This indicates that workers who have greater freedom in determining their schedules, decisions, and work methods tend to be more able to display proactive work behavior, although the contribution of job autonomy to proactive work behavior is relatively low, with most of its variance still explained by other factors outside this research model. Future research is recommended to include other variables that influence PWB, such as proactive personality, leadership, or trust in coworkers.

Keywords: *Job autonomy, Proactive Work Behavior, Remote Workers, Social Cognitive Theory.*

1. Research
2. Supervisor 1
3. Supervisor 2