

Career competencies, Work Engagement, and Psychological Empowerment in Educational Mismatch Workers

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ABSTRACT

Lack of worker competence and imbalance between job seeker majors and job opportunities affected job mismatches. Education mismatch has a serious impact on company productivity due to the wage gap experienced by workers with horizontal educational mismatch. This study aims to investigate the strength and weakness of the effect of the relationship between career competencies and work engagement mediated by psychological empowerment. This study uses a quantitative approach and data collection is carried out using questionnaires distributed to 490 participants of horizontal educational mismatch workers domiciled in Jakarta, Bogor, Depok, Tangerang and Bekasi (Jabodetabek). Mediation regression analysis using PROCESS v4.0 by Andrew F. Hayes. The results showed that the three variables showed a positive and significant relationship. Furthermore, the results revealed that psychological empowerment can act as a mediator of the relationship between career competencies and work engagement. Furthermore, there were differences in work engagement, career competencies, and psychological empowerment based on age, field of work and type of position. This research offers theoretical and practical implications in the field of psychology, especially in industrial and organizational psychology and social psychology and is also expected to be a 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