

## ABSTRAK

Tujuan dari penelitian ini adalah untuk menguji pengaruh *empowering leadership* dan *psychological capital*, dengan *job crafting* sebagai variabel mediasi pada karyawan Hotel Wyndham Surabaya. Populasi pada penelitian ini adalah karyawan dari divisi *sales and marketing, food and beverages, human resources, engineering, IT, room*. Dengan total karyawan 99 orang. Pengambilan sampel menggunakan metode sensus dengan mengambil semua populasi sebagai sampel penelitian. Teknik analisis data menggunakan *Structural Equation Model* (SEM) dengan teknik pengukuran menggunakan *Partial Least Square*, dengan software SmartPLS.

Hasil penelitian ini menunjukkan *empowering leadership* dan *psychological capital* berpengaruh signifikan terhadap *job crafting*, dan *job crafting* berpengaruh signifikan terhadap *career success*. Selanjutnya, *empowering leadership* dan *psychological capital* berpengaruh signifikan terhadap *career success*. Sehingga *job crafting* berperan sebagai *partial mediation* pada pengaruh *empowering leadership* dan *psychological capital* terhadap *career success*.

Kata kunci: *career success; empowering leadership; job crafting; psychological capital*.

## **ABSTRACT**

The goal from this research would examine the effect from empowering leadership and psychological capital toward career success, while job crafting as a variable mediation. The study was completed in Wyndham Hotel Surabaya, as one of the five star hotel. Quantitative approach was used for this research. Using sensus method by taking all population as the samples from sales and marketing, food and beverages, human resources, room division, with total 99 employees. The data analysis was obtained by SmartPLS Software.

The result from this research indicated empowering leadership and psychological capital have positive and significant impact toward job crafting. Also, job crafting has positive and significant impact toward career success. Either empowering leadership or psychological capital has positive and significant impact toward career success. Meanwhile, job crafting's role was a partial mediation to influence the empowering leadership and psychological capital to career success.

Keywords: career success; empowering leadership; job crafting; psychological capital.