



Research Paper

The Influence of Employee Personality on Work Boredom with Job Crafting as a Mediator

Yuliana Erni Seran¹⁾; Setiyawan Setiyawan²⁾

^{1, 2)} Postgraduate STIE Malangkeucwara, Indonesia

Abstract

Work boredom has been associated with decreased performance in a job due to decreased physical stamina, differences in perception and lack of attention to work situations. This study aims to investigate the factors that influence work boredom. The variables that are discussed in this study are independent variable (employee personality), dependent variable (work boredom), and intervening variable (job crafting). Respondents of this research were employees of the Malaka DPRD Secretariat Office that is 30 people. This study used path analysis with IBM SPSS Statistics 25 software. The results of this study shows that employee personality has a significant impact both on work boredom and job crafting. Job crafting also has a significant effect on work boredom. As a mediator, job crafting in this study does not have a significant effect, it means that job crafting does not mediate the effect of employee personality on work boredom.

Key words: Employee Personality, Work Boredom, Job Crafting, Malaka Regency

Received 02 Oct., 2024; Revised 14 Oct., 2024; Accepted 16 Oct., 2024 © The author(s) 2024.

Published with open access at www.questjournals.org

I. Introduction

Employees are the company's main assets that must be managed and developed as well as possible. Therefore, Human Resources (HR) managers are really needed here, this relates to how to handle and resolve problems involving employees as well as possible without disrupting the company's performance in achieving the targets that have been set. The main variables that can influence the achievement of company targets are employee performance, job satisfaction and employee development (Newstrom, 2011). Several things that cause a company target to not be achieved include lack of motivation, job dissatisfaction, and lack of incentives for employees, or it could be due to employee boredom.

In carrying out work, a person will definitely feel bored or bored at times. Work boredom has been associated with decreased performance in a job due to decreased physical stamina, differences in perception and lack of attention to work situations. Boredom due to a mismatch between workload and potential and interests can cause a person to become tired and susceptible to illness. These are the results of a study conducted by the Karolinska Institute in Stockholm, Sweden. The research was conducted involving 1,430 employees in six offices in Sweden, for three to 12 months. Of this number, 546 employees took one day off. In this study, it was found that respondents called in sick 2.5 times when their workload was light, compared to when they had a normal workload. The likelihood of calling in sick and taking sick leave is even higher when workers feel lethargic, even if they have not actually been diagnosed with the disease. One possible cause is dissatisfaction with work routines which are seen as minimal challenges. This results in a lack of motivation to come to work when feeling sick. (<http://www.mediaindonesia.com>).

Boredom at work can also be interpreted as an unpleasant feeling resulting from a lack of physical stamina for each individual or cognitive capacity for each individual. Nearly everyone experiences boredom at work, but companies ignore this without following up on the problem. However, boredom at work can affect employee performance, which can lead to a decline in company value. These are the results of research presented at the British Psychological Society's Division of Occupational Psychology conference. This research involving 102 office workers in England revealed that 80% of respondents felt that boredom made them lose concentration. More than 50% said boredom triggered work mistakes and almost half looked for a new job (Atewologun & Doldor, 2013). From an organizational perspective, work boredom can have an impact on low productivity, low turnover rates, high absenteeism rates and increased errors in carrying out tasks and work.

A person's personality can influence employees to feel bored at work, while in the increasingly modern era of globalization the level of competition in the world of work is increasing, giving rise to many challenges that must be faced by companies. This is due to the increasingly advanced world of technology and information which encourages companies to always prepare themselves in facing the business world at both national and international levels. So that a company can compete with other companies, one of the internal factors that must be considered is the quality of the human resources that the company has. And a person's personality is an important factor in showing his quality.

A person's personality is the quality of human resources that companies need to pay attention to, where a person's personality influences their performance at work. One of the challenges that people often face is that they easily feel bored at work. There are many factors that cause work boredom, including the nature of the work itself, the work environment, and the suitability between self and work (Fisher, 1987). According to Fisher (1987), job characteristics are a factor that plays an important role in relation to work boredom. Employees who can change the characteristics of their work in proactive ways in shaping or structuring their work to meet their needs, skills and individual motivation, have been proven to be able to change boredom (Wrzesniewski & Dutton, 2001). This proactive behavior is referred to as job crafting, namely activities carried out by employees to shape their tasks, environment or mindset in order to create more meaningful working conditions for themselves (van Hooff & van Hooff, 2014).

When employees do their work, it is important to pay attention not only to the condition of the office and work environment but also the personality of the employee in completing their duties and responsibilities, especially in overcoming the work boredom that they often experience, especially when faced with a large amount of work and tasks that pile up. One of the institutions to focus on is the DPRD office. DPRD (Regional People's Representative Council) is a regional people's representative institution whose position is as an element of regional government administration which has roles and responsibilities in realizing efficiency, effectiveness, productivity and accountability of Regional Government administrators through the implementation of the rights, obligations, duties, authority and functions of the People's Representative Council. Regions in accordance with the provisions of the Legislative Regulations.

The DPRD Secretariat is a supporting organization for the DPRD and its members in their position as serving elements for DPRD members. Based on the duties and functions it carries out, it requires great attention to the importance of increasing technical staff and service capabilities to realize optimal secretariat performance. Considering the very complex tasks and functions of the Malacca Regency DPRD, the working relationship between the DPRD secretariat and DPRD members must be well maintained, so that the duties and functions of DPRD members and the DPRD secretariat can be carried out smoothly, because the DPRD secretariat is a means for the DPRD to show good performance.

The high commitment of DPRD Secretariat employees to work optimally in serving DPRD members is one of the factors for improving DPRD Secretariat services. The quality and quantity of DPRD Secretariat employees and work motivation are the dominant things in providing quality services. However, in its application in the office, many employees have difficulty carrying out their duties, this is due to several factors, including boredom at work. The same routine makes them bored with the office. Based on this problem, the purpose of this study is to investigate the impact of employee personality on work boredom with job crafting as a mediator.

II. Literature Review

Employee Personality

According to Jess Feist & Gregory J. Feist (2015: 86) say that personality includes physical and psychological systems including visible behavior and invisible thoughts, and not only is something, but does something. Personality is substance and change, product and process, and structure and development. The personality theory developed by McCrae and Costa is known as the Five-Factor Model (FFM) or five-factor personality model. The following is a description of the five personality models by McCrae & Costa (2013:03): conscientiousness, extraversion, neuroticism, agreeableness, and openness to experience.

The personality that exists in a person is not just inherent, but has become the real result of a very long development process over time in a social environment. The following are several factors that influence a person's personality (Fitriyani, 2018): biological inheritance (heredity), physical environment (geographical), culture, group experiences, and unique experiences.

Work Boredom

Boredom is related to discomfort, work boredom. Boredom at work is something that often happens when someone is working. When work is done monotonously and employees do not have entertainment in between their work, employees will feel very bored or bored in doing their work. There are many things that cause someone to feel bored with their work, it could be because of monotony, an uncondusive work environment, unpleasant coworkers, or because they are having personal problems (William Penn, 2005). Boredom has an

impact on employee productivity or performance, which in turn is also a problem for the company or organization. If not addressed immediately, at first boredom can reduce productivity, but over time it also has the potential to cause work accidents.

According to Cary Cooper (1983), symptoms or sources of work boredom include: work environment, overload, deprivational stress, and high risk work. According to Johannes Papu (2002), the most important way to overcome work boredom is to make a clear agenda for each day, both work agenda and personal agenda, because this will make us clearer about the direction of our activities each day. Apart from that, according to Papu, many companies also take various measures to prevent work boredom to prevent workers from feeling bored and fed up with the activities they have to do every day, by rotating work, involving workers in decision making, holding meetings for each employee, providing the opportunity to take leave, and many other things. All of these activities aim to prevent or reduce work boredom among employees.

Job Crafting

Job crafting is an adaptive strategy used to make workers more productive and actively involved in work-related matters (Rudolph, 2017). Meanwhile, according to (Tims and Bakker, 2010) job crafting is a proactive behavior where workers make efforts in the form of changes in facing job demands with their best performance. Petrou, Demerouti and Schaufeli (2012) define job crafting as the initiative and willingness of employees to reconstruct aspects of their work, with the aim of improving their working conditions. This is done to find sources of information, look for challenges and reduce demands both emotionally, mentally and physically.

The dimensions of job crafting according to Tims, Bakker and Derks (2012) are as follows: increasing structural job resource, increasing social job resources, decreasing hindering job demands, and increasing challenging job demands. Petrou et al. (2012) stated that there are three aspects of job crafting, namely: seeking resources, seeking challenges, and reducing demands.

Several researches related with job crafting, personality, and work boredom have been conducted by Yuvita (2020), Rizki et al. (2020), Ningsih (2023), Salim & Prihartanti (2020), Sari (2018), and Aprilinda & Alimatus (2022). The results of Yuvita (2020) study show that firstly, the conscientiousness personality has a negative and significant effect on work boredom, while the results of other research contradict the hypothesis, namely that emotional stability personality has a positive and significant effect on work boredom, then job crafting does not mediate the influence of conscientiousness personality and emotional stability personality on work boredom. Rizki et al. (2020) found that there is a significant difference in scores between the levels of work boredom in the experimental and control groups, after being given training. This means that job crafting training is an important alternative in overcoming work boredom.

Ningsih (2023) found that personality has a significant effect on the job boredom. Based on the SPSS output, it is known that the R squared value is 0.579, meaning that the variance in the work boredom variable can be explained by the personality and work culture variables of 57.9 percent. Related with job crafting, Salim & Prihartanti (2020) state that job crafting training is effectively used to reduce burnout in employees. Sari (2018) in her study found that self-efficacy and career commitment together has a positive role on employee job crafting ability with an effective contribution of 49.3%. Self-efficacy has a dominant role in employee job crafting abilities amounted to 26.75% while self-control was only 22.53%. The result of Aprilinda & Alimatus (2022) study shows that there is a significant difference in scores between the pretest and posttest of the experimental group. This means that job crafting training is effective in increasing employee work engagement.

Conceptual Framework

Figure 1 below describe the conceptual framework of this study.

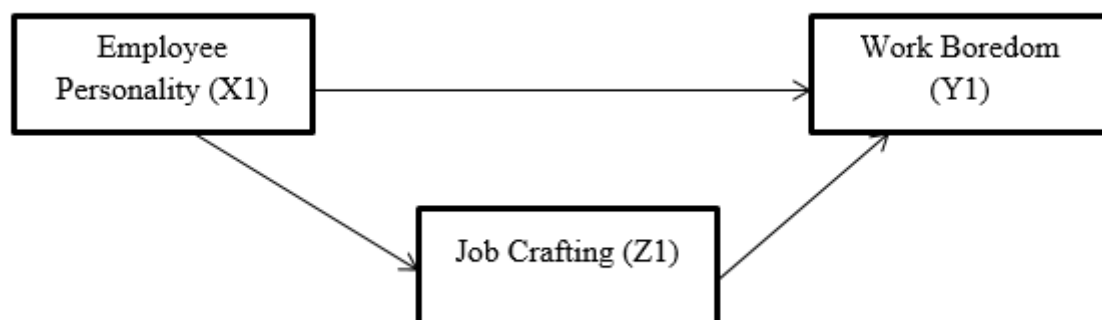


Figure 1
Conceptual Framework

III. Research Method

The aim of this research is to examine the relationship or influence of employee personality on work boredom with job crafting as a mediator at the Malaka DPRD Secretariat Office, Malacca Regency. This type of research is quantitative research with a descriptive approach. According to Sugiyono (2016), quantitative methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations and samples, collect data using research instruments, analyze quantitative or statistical data with the aim of testing predetermined hypotheses.

The population in this study were DPRD Secretariat employees in Malaka Regency. The sample in this research were members of the Malaka Regency DPRD that is 30 employees. The samples were employees of the DPRD Secretariat in Malaka district. In this research, three types of variables are used, namely independent variables (Employee Personality), dependent variables (Work Boredom) and intervening variables (Job Crafting). Employee personality is measured by adaptability, confidence, and social skills. Work boredom is measured by monotonous or repetitive work, uninteresting activities, high work pressure, lack of challenge, and lack of balance between work life and personal life. Job crafting in this study is measured by increase structural job resources, increase social job resources, and job demands are increasingly challenging.

Data analyzed that used in this study are validity test, reliability test, classical assumption, and hypotheses test. These analysis are conducted using SPSS 25 software. Classical assumption that used in this study consists of normality test, heteroscedastisity test, and multicollinearity test. Hypotheses tests are conducted by using T-test, Determination Coefficients, Simple Linear Regression Test, and Path Analysis.

IV. Result and Discussion

The number of respondents in this research were 30 DPRD Secretariat employees in Malaka district. The characteristics of respondents of this study can be seen based on gender, age and highest level of education. Based on gender, the majority of respondents from the Malaka Regency DPRD Secretariat were men at 73.3%, while women were 26.7%. Most of the respondents' age was less than 30 years, namely 30%. This age is a very productive age. The majority of respondents, namely 50%, had a bachelor's or bachelor's degree. This shows that the quality of work of the respondents is quite good.

The results of the validity test for the Employee Personality (X1), Work Boredom (Y1), and Job Crafting (Z1) variables show that the calculated r value is greater than the table r value with a significant value (2 tailed) < 0.05. Thus it can be concluded that all variables are valid. The result of reliability test can be seen in the table 1 below.

Table 1
Reliability Test

No.	Variable	Cronbach Alpha	Item	N
1.	Employee Personality (X)	0.690	6	30
2.	Work Boredom (Y)	0.681	5	30
3.	Job Crafting (Z)	0.905	9	30

Based on the results in table 1 above, the Employee Personality, Work Boredom, and Job Crafting variables have a Cronbach alpha value > 0.60, which can be concluded that the statements in this research questionnaire are declared reliable.

Result of normality test can be seen in the Figure 2 below.

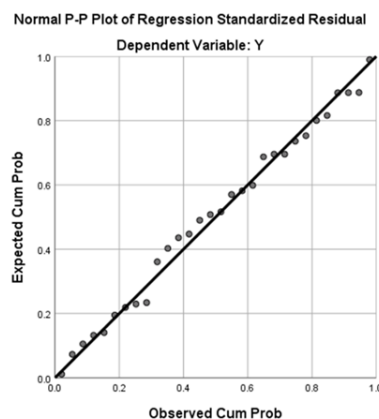


Figure 2
Normality Test

From the p-plot image, it can be seen that the distribution of data follows a linear line, so it can be said that the data processed is a normally distributed residual so that the normality test is met. The figure 3 below presents the results of the Heteroscedasticity test on the linear regression model between Employee Personality and Job Boredom with Job Crafting as a mediator using a Scatter plot graph.

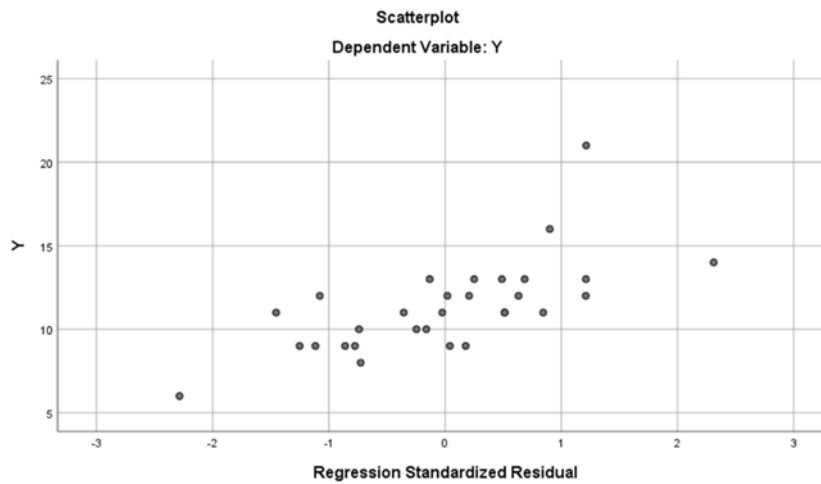


Figure 3
Heteroscedasticity Test

The test results show that the scatterplot does not form a particular pattern so it can be concluded that the model in this study meets the requirements to be a good model so that the heteroscedasticity assumption is met. To detect whether there is multicollinearity in the regression model, it can be seen from the tolerance and variance inflation factor (VIF) values. Table 2 below shows the tolerance and VIF values of the Employee Personality and Job Crafting variables.

Table 2
Multicollinearity Test

Variable	Tolerance	VIF
Employee Personality (X)	0.486	2.059
Job Crafting (Z)	0.486	2.059

Based on the tests presented in the Multicollinearity Test table, it can be seen that each independent variable has a tolerance value > 0.10 and a VIF value < 10.00, so it can be concluded that there is no multicollinearity problem.

In order to analyze the effect of employee personality on work boredom through job crafting, it takes three steps. First, analyze the impact of employee personality on work boredom. Second, analyze the impact of job crafting on work boredom. Third, impact of employee personality on job crafting. Table 3 and 4 below describe the R-Square and Coefficient value of the impact of employee personality on work boredom.

Table 3
R-Square
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.621 ^a	0,386	0,364	2,180

a. Predictors: (Constant), X

Table 4
Coefficient Value
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,512	1,445		3,815	0,001

X	0,514	0,123	0,621	4,193	0,000
---	-------	-------	-------	-------	-------

a. Dependent Variable: Y

Based on the statistical test results in table 3 above, the R square value is 0.386. This shows that the contribution of X (Employee Personality) to Y (Work Boredom) is 38.6% while the remaining 61.4% is influenced by other variables not included in this research. The significant value in table 4 shows that variable X (Employee Personality) has a value of 0.001 which is smaller than the value of 0.05, which means that Employee Personality has a significant influence on Job Crafting.

Table 5 and 6 below show the R Square and Coefficient value of the impact of job crafting on work boredom.

Table 5
R Square
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.719 ^a	0,517	0,499	1,934

a. Predictors: (Constant), Z

Table 6
Coefficient Value
Coefficients^a

Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.
		B	Beta		
1	(Constant)	5,239		4,483	0,000
	Z	0,355	0,719	5,471	0,000

a. Dependent Variable: Y

Based on the statistical test results in table 5 above, the R square value is 0.517. This shows that the contribution of Z (Job Crafting) to Y (Work Boredom) is 51.7% while the remaining 48.3% is influenced by other variables not included in this research. The significant value in table 6 shows that the variable Z (Job Crafting) has a value of 0.000, which is smaller than 0.05, which means that Job Crafting has an effect on Work Boredom.

Based on the table 7 and 8 below, it can be said that the contribution X (Employee Personality) on Z (Job Crafting) is 49.7% while the remaining 50.3% is influenced by other variables not included in this research. This is because the value of R Square in table 7 is 0.517. The significant value in table 8 shows that the variable X (Employee Personality) has a value of 0.000 which is smaller than 0.05, which means that Employee Personality has a significant effect on Job Crafting.

Table 7
R Square
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717 ^a	0,514	0,497	3,925

a. Predictors: (Constant), X

Table 8
Coefficient Value
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	3,555	2,600		1,367	0,183
X	1,201	0,221	0,717	5,445	0,000

a. Dependent Variable: Z

Based on the results on the table 3, 4, 5, 6, 7, and 8, it can be calculated the indirect effect on employee personality on work boredom. It is known that the value of the direct influence that employee personality on work boredom is 0.621, while the indirect influence of employee personality through job crafting on work boredom is the beta value of employee personality on job crafting (0.717) multiply by the beta of job crafting on work boredom (0.719), namely: 0.515 . So the total influence of employee personality on work boredom is the direct influence plus the indirect influence, namely $0.621 + 0.515 = 1.136$. Based on the calculation results, it is known that the value of the indirect influence of employee personality on work boredom is 0.515, which is smaller than the direct influence of employee personality on work boredom 0.621, so it can be concluded that job crafting does not mediate the influence of work personality on work boredom.

V. Conclusion

The research results show that employee personality has a significant effect on work boredom. Job crafting training has an effective effect in reducing the level of work boredom, but job crafting in this research does not mediate the influence of employee personality on work boredom. It is recommended that employees of the Malaka Regency DPRD Secretariat be able to overcome the boredom of working in the office with job crafting or other things so that they remain focused in carrying out their duties and responsibilities in order to assist DPRD members in carrying out their duties both in the office and outside the office

References

- [1]. Aprilinda L. & Alimatus S. (2022). Pelatihan Job Crafting Sebagai Solusi Meningkatkan Keterikatan Kerja Karyawan Perusahaan Finansial Teknologi. *PSIKOSTUDIA: Jurnal Psikologi*, 11 (3).
- [2]. Atewologun, D., & Doldor, E. (2013). Women at the top: Where now, what next? Reflections on the British Psychological Society's Division of Occupational Psychology 2012 conference. *Equality, Diversity and Inclusion: An International Journal*, 32, 223-229.
- [3]. Fisher. (1987). *Interpersonal communication (pragmatic of human relationship)*. New York: Random House.
- [4]. Hooff, V., & Hooff, V. (2014). Boredom at Work: Proximal and Distal Consequences of Affecting Work-Related Boredom. *Journal of Occupational Health Psychology*. American Psychological Association.
- [5]. Newstrom, J. W. (2011). *Organizational Behavior, Human Behavior at Work*. McGraw-Hill Companies, New York.
- [6]. Ningsih, E. (2023). Pengaruh Kepribadian Dan Budaya Kerja Terhadap Kebosanan Kerja Karyawan Pada PT. Seafood Sumatera Perkasa Medan. *Journal Economics and Strategy*, 4(2), 73-82. <https://doi.org/10.36490/jes.v4i2.955>
- [7]. Petrou, Demerouti, & Schaufeli. (2015). Job crafting in changing organizations: antecedents and implications for exhaustion and performance. *Journal of Occupational Health Psychology*, 470-487.
- [8]. Rizki M, Faraz F, & Sus B. (2020). Job Crafting dan Kebosanan Kerja Karyawan. *Gajah Mada Journal of Professional Psychology (GAMAJPP)*, 6 (2).
- [9]. Salim, A., & Prihartanti, N. (2020). Pelatihan job crafting sebagai solusi burnout pada karyawan. *Jurnal Ilmiah Psikologi Terapan*, 8(2), 177–190. <https://doi.org/10.22219/jipt.v8i2.13557>
- [10]. Sari, OW. (2018). Peran Efikasi Diri dan Komitmen Karir Terhadap Kemampuan Job Crafting Karyawan. Tesis. Universitas Gadjah Mada.
- [11]. Wrzesniewski, A., & Dutton, J. (2001). Crafting a job; Revisioning employee as active crafters of their work. *Academy of Management Review*, 26 (2), 179 –201.
- [12]. Yuvita, P. (2020). Pengaruh Kepribadian Pegawai Terhadap Kebosanan Kerja Dengan Job Crafting Sebagai Pemediiasi. Thesis. Fakultas Ekonomi dan Bisnis, Universitas Gadjah Mada.