

# **THE IMPACT OF JOB CRAFTING AND PROACTIVE PERSONALITY ON EMPLOYEES IN SERVICE AND MANUFACTURE COMPANIES AT POST COVID-19 PANDEMIC IN INDONESIA**

**by Prof. Sukirno, S.Pd., M.Si., Ph.D./NIP. 19690414 199403 1 002 Indarto Waluyo, S.E., M.Acc., CPA.Ak./NIP. 196910241999031001 Farlianto, SE., MBA./ NIP. 197009252000121001 Bambang Suprayitno, S.E., M.Sc./ NIP. 197602022006041001 Juan Fadly/NIM. 21812144048 Firda Nur Sabili/NIM. 21812141061 Octarina Sh**

## **ABSTRACT**

Covid-19 or Coronavirus Disease has spread and all kinds of life have been affected. To reduce risk, employment policies during the COVID-19 pandemic in countries in the Asia and Pacific region focused on supporting the business/employment sector, workers and job creation. The employment policy is then thought to have an impact on personality, organizational culture and employee performance. The purpose of this study was to find empirical evidence of the influence of factors that influence Work Engagement and Intention to Stay (desire not to change jobs) among employees in service companies and industry in Indonesia. Data is collected from employees from various types of industries and operating scales online using the Google form. There were 251 employees from various local, national and international level institutions who participated. Data were analyzed using a quantitative approach with path analysis. The results of the study concluded that there were direct and indirect influences (with entrepreneurial intention moderating) Work Engagement (involvement in tasks) and Intention to Stay (desire not to change jobs) of employees in service companies and industry after the Covid-19 pandemic in Indonesia. This research has implications that leaders are recommended to carry out monitoring evaluations in order to obtain complete information about employee behavior by considering personal and organizational internal and external factors.

*Kata Kunci: Post Covid-19, Entrepreneurial Intention, Self-Potential, Environment*