

## RINGKASAN

Perkembangan *gig economy* mendorong semakin banyak individu bekerja secara fleksibel melalui platform digital. Namun, karakteristik pekerjaan yang bersifat independen, tidak adanya jenjang karier yang terstruktur, serta ketidakpastian pendapatan berpotensi menurunkan *career satisfaction gig worker*, terutama di wilayah non-metropolitan. Penelitian ini bertujuan untuk mengetahui dan menguji secara empiris pengaruh *harmonious passion* dan *obsessive passion* terhadap *career satisfaction* dengan *psychological career resources* sebagai variabel mediasi. Penelitian ini dilakukan pada *gig worker* di wilayah non-metropolitan Jawa Tengah yang bekerja melalui platform digital, seperti pengemudi online, *freelancer*, *content creator*, dan penyedia jasa berbasis aplikasi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *explanatory research*.

Teknik pengambilan sampel menggunakan *snowball sampling*, sedangkan jumlah sampel ditentukan berdasarkan rekomendasi Hair et al. (2017) melalui pendekatan *10 times rule* sehingga diperoleh 286 responden. Analisis data dilakukan menggunakan *Partial Least Squares-Structural Equation Modeling* (PLS-SEM) dengan bantuan perangkat lunak SmartPLS versi 4.1.1.6. Hasil penelitian menunjukkan bahwa *harmonious passion* berpengaruh positif dan signifikan terhadap *career satisfaction*. *Obsessive passion* tidak berpengaruh negatif signifikan terhadap *career satisfaction*. *Harmonious passion* tidak berpengaruh positif terhadap *psychological career resources*, sedangkan *obsessive passion* berpengaruh negatif dan signifikan terhadap *psychological career resources*. Selain itu, *psychological career resources* tidak berpengaruh positif terhadap *career satisfaction* dan tidak berperan sebagai mediasi pada pengaruh *harmonious passion* maupun *obsessive passion* terhadap *career satisfaction gig worker* di wilayah non-metropolitan Jawa Tengah.

**Kata Kunci:** *Harmonious Passion, Obsessive Passion, Psychological Career Resources, Career Satisfaction, Gig Worker.*

## SUMMARY

*The rapid growth of the gig economy has encouraged an increasing number of individuals to engage in flexible work through digital platforms. However, the independent nature of gig work, the absence of structured career advancement opportunities, and income uncertainty may reduce gig workers' career satisfaction, particularly in non-metropolitan areas. This study aims to examine empirically the effects of harmonious passion and obsessive passion on career satisfaction, with psychological career resources serving as a mediating variable. The study was conducted among gig workers in non-metropolitan areas of Central Java who work through digital platforms, including online drivers, freelancers, content creators, and app-based service providers. A quantitative approach with an explanatory research design was employed.*

*The sampling technique used was snowball sampling, while the sample size was determined based on Hair et al.'s (2017) recommendation using the 10-times rule approach, resulting in 286 respondents. Data were analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with SmartPLS version 4.1.1.6. The findings indicate that harmonious passion has a positive and significant effect on career satisfaction. Obsessive passion does not have a negative effect on career satisfaction. Harmonious passion does not have a positive effect on psychological career resources, whereas obsessive passion has a negative and significant effect on psychological career resources. Furthermore, psychological career resources do not have a positive effect on career satisfaction and do not mediate the relationship between harmonious passion and career satisfaction or between obsessive passion and career satisfaction among gig workers in non-metropolitan areas of Central Java.*

**Keywords:** *Harmonious Passion, Obsessive Passion, Psychological Career Resources, Career Satisfaction, Gig Workers.*