

Peran mediasi passion pada hubungan antara task significance dan kinerja: kajian pada tenaga kesehatan di organisasi pemerintah = The mediating role of passion between task significance and performance a study among healthcare workers in government organization

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Abstrak

Penelitian ini bertujuan menguji harmonious passion dan obsessive passion sebagai proses psikologis yang menjembatani pengaruh task significance terhadap kinerja. Dengan menggunakan Self Determination Theory SDT untuk menjelaskan efek mediasi tersebut, pegawai yang memandang pekerjaannya memiliki dampak bagi hidup orang lain cenderung memiliki kinerja yang baik. Data diperoleh dari tenaga kesehatan yang bekerja di organisasi pemerintah di Indonesia N=434 dan analisis data menggunakan program PROCESS macro dari Hayes 2013 . Hasil analisis data menunjukkan task significance berhubungan positif dan signifikan dengan harmonious passion dan obsessive passion, harmonious passion berhubungan positif dan signifikan dengan kinerja, namun obsessive passion tidak ditemukan berhubungan dengan kinerja. Selanjutnya, harmonious passion memediasi secara full hubungan task significance dan kinerja, sedangkan obsessive passion tidak memediasi hubungan tersebut.

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This study aims to examined harmonious passion and obsessive passion as underlying psychological process influencing the effect of task significance on performance. Using self determination theory SDT to explaining the mediation effect, employees with high levels of task significance were more likely to have good performance. Data were collected from healthcare workers in Indonesia government organization N 434 , and were analyzed using Hayes PROCESS macro on SPSS. Result showed that task significance was found to be positively and significantly associated with harmonious passion and obsessive passion. Harmonious passion is positively and significantly correlated with performance, but obsessive passion was not found to be associated with performance. Furthermore, harmonious passion fully mediated the effect of task significance on performance, but obsessive passion did not mediate the relationship.