

Pengaruh harmonious passion dan obsessive passion terhadap kinerja karyawan yang dimediasi oleh pemenuhan kebutuhan dasar psikologis =
The influence of harmonious passion and obsessive passion on job performance the mediating effect of basic psychological needs satisfaction

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Abstrak

Kinerja karyawan merupakan hal esensial bagi kesuksesan suatu organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh harmonious passion dan obsessive passion terhadap kinerja karyawan serta peranan basic psychological needs satisfaction sebagai mediator pada hubungan tersebut. Responden dalam penelitian ini merupakan 267 karyawan dari berbagai organisasi. Penelitian ini menggunakan metode survei self-rating dengan kuesioner. Hasil penelitian menunjukkan bahwa harmonious passion berpengaruh positif dan signifikan terhadap kinerja, dan basic psychological needs satisfaction berperan sebagai mediator pada hubungan tersebut. Sementara itu, obsessive passion berhubungan secara tidak langsung dengan kinerja melalui mediator basic psychological needs satisfaction.

Job performance is an essential factor for organization success. The aim of the present study is to examine the effect of harmonious passion and obsessive passion on job performance, and to investigate the mediating role of basic psychological needs satisfaction on work passion job performance relationship. Data were collected from 267 employees working in various organization. Results indicated that harmonious passion was significantly related to job performance and basic psychological needs satisfaction partially mediated this relationship. Furthermore, obsessive passion was indirectly related to job performance through basic psychological needs satisfaction.