

Peran mediasi job crafting B=behavior pada pengaruh job satisfaction terhadap work engagement dosen di Universitas XYZ = The mediating role of job crafting behavior on job satisfaction and work engagement in lecturers at XYZ University

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Abstrak

ABSTRACT

Penelitian ini bertujuan untuk menguji kembali hubungan pengaruh antara job satisfaction yang dimediasi oleh job crafting behavior terhadap work engagement pada dosen di salah satu universitas negeri di Indonesia. Penelitian ini menitik beratkan pada peran job crafting behavior, yang masih jarang diteliti di negara berkembang seperti Indonesia. Pengumpulan data dilakukan dengan metode survei, didapatkan responden sejumlah 175 dosen yang tersebar di berbagai fakultas yang ada dalam Universitas XYZ. Pengolahan data menggunakan regresi linear berganda menunjukkan hasil bahwa job satisfaction secara signifikan memiliki pengaruh positif terhadap work engagement. Terbukti juga bahwa job crafting behavior memediasi hubungan antara job satisfaction dan work engagement secara parsial. Sebagai penutup, studi ini menjelaskan implikasi manajerial terkait job satisfaction, job crafting behavior, work engagement pada dosen di universitas negeri.

ABSTRACT

This study discusses the effect of job satisfaction towards work engagement with the mediating effect of job crafting behavior in lecturers at one of the state universities in Indonesia. Locus of this study is the mediating effect of job crafting behavior, that remains under explored in the developing countries, such as Indonesia. Data was collected by survey method, with 175 lecturers as respondents spread across various faculties at XYZ University. Using multiple linear regression, this study shows that job satisfaction has a significant effect on work engagement. It is also evident that job crafting behavior partially mediates the relationship between job satisfaction and work engagement. The closing of this study explains the managerial implications related to the human resources management at state universities in terms of job satisfaction, work engagement and job crafting behavior.