

Work meaningfulness sebagai mediator dalam hubungan antara job autonomy dan harmonious passion pada karyawan industri kreatif =
Work meaningfulness as a mediator of the relationship between job autonomy and harmonious passion among creative industry employees

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Abstrak

Penelitian ini bertujuan untuk mengetahui peran work meaningfulness sebagai mediator dalam hubungan antara job autonomy dan harmonious passion. Partisipan penelitian ini adalah 163 karyawan pada perusahaan yang bergerak di bidang industri kreatif dan memiliki masa kerja minimal satu tahun. Instrumen yang digunakan dalam penelitian ini adalah subskala harmonious passion dari The Passion Scale, Meaningfulness Scale, dan dimensi autonomy dari Job Diagnostic Survey. Berdasarkan hasil analisis mediasi, diketahui terdapat indirect effect yang signifikan antara job autonomy dan harmonious passion melalui work meaningfulness ($r = .2168, p < .05$), dan direct effect yang tidak signifikan antara job autonomy dan harmonious passion ($r = .0699, p > .05$). Hasil tersebut menunjukkan bahwa work meaningfulness memediasi secara penuh hubungan antara job autonomy dan harmonious passion.

.....This study aims to investigate the mediating effect of work meaningfulness on the relationship between job autonomy and harmonious passion. The participants of this study were 163 employees in creative industry companies and has worked for at least a year. The instrument used in this study is the harmonious passion subscale of The Passion Scale, Meaningfulness Scale, and autonomy dimension of the Job Diagnostic Survey. The result of this study proves that there is a significant indirect effect between job autonomy and harmonious passion through work meaningfulness ($r = .2168, p < .05$), and found no significant direct effect between job autonomy and harmonious passion ($r = .0699, p > .05$). These results indicate that work meaningfulness fully mediates the relationship between job autonomy and harmonious passion.