

# Makna kerja sebagai mediator dalam hubungan antara empowering leadership dan harmonious passion pada karyawan di industri kreatif = Work meaningfulness as a mediator in the relationship between empowering leadership and harmonious passion on employees in creative industry

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## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara empowering leadership dan harmonious passion pada karyawan di industri kreatif. Selain itu, peneliti juga menambahkan variabel makna kerja sebagai mediator dari hubungan empowering leadership dan harmonious passion. Dalam ranah industri kreatif, passion memegang peranan penting sebagai sesuatu yang dapat memengaruhi kreativitas seseorang. Penelitian sebelumnya menemukan bahwa terdapat hubungan antara empowering leadership dan harmonious passion, tetapi belum ada penelitian yang dilakukan di ranah industri kreatif. Penelitian ini bersifat korelasional dengan menggunakan sampel pada pekerja di industri kreatif yang sudah memiliki masa kerja selama minimal satu tahun di tempat saat ini bekerja (N = 145). Instrumen yang digunakan dalam penelitian ini antara lain; Passion Scale, alat ukur empowering leadership dan alat ukur work meaningfulness.

Hasil analisis mediasi menunjukkan bahwa terdapat efek tidak langsung antara empowering leadership terhadap harmonious passion melalui makna kerja ( $ab = 0,19, p < 0,05$ ), dan terdapat efek langsung antara empowering leadership terhadap harmonious passion ( $c = 0,15, p < 0,05$ ) yang signifikan. Dapat disimpulkan bahwa makna kerja memediasi secara parsial hubungan antara empowering leadership dan harmonious passion.

.....This research aim to explain the relationship between empowering leadership and harmonious passion on employees in creative industry. Furthermore, in this study, we also add work meaningfulness as the mediator in the relationship between empowering leadership and harmonious passion. In creative industry, passion takes an important role as the antecedent of creativity.

In the past study, researcher has found that there is a correlation between empowering leadership and harmonious passion but there is no research that already studied this relationship in the creative industry context. This is a correlational study with workers in creative industry that already been working in the current company for at least one year (N = 145). Instruments used in this study among others are Passion Scale, Empowering Leadership Scale, and Work Meaningfulness Scale.

The result of the mediation analysis has shown a significant indirect effect between empowering leadership and harmonious passion through work meaningfulness ( $ab = 0,19, p < 0,05$ ), and also there is a significant direct effect between empowering leadership to harmonious passion ( $c = 0,15, p < 0,05$ ). It can be concluded that work meaningfulness partially mediates the relationship between empowering leadership and harmonious passion on employees in creative industry.